



OEO NEWS



Volume 2, National Women's History Month Special Issue

March 2000

Compliance Corner

Michael A. "Mick" Trujillo

Our Laboratory has an increasing pattern of female utilization as seen on the graphs included in this issue of OEO NEWS. The number of Female Technical Staff Members (TSMs) increased 63% between FY86 and FY00. This represents a gain of 191 female TSM employees. The total number of full-time and part-time regular female employees increased by 236 from FY83; an increase of 12%.



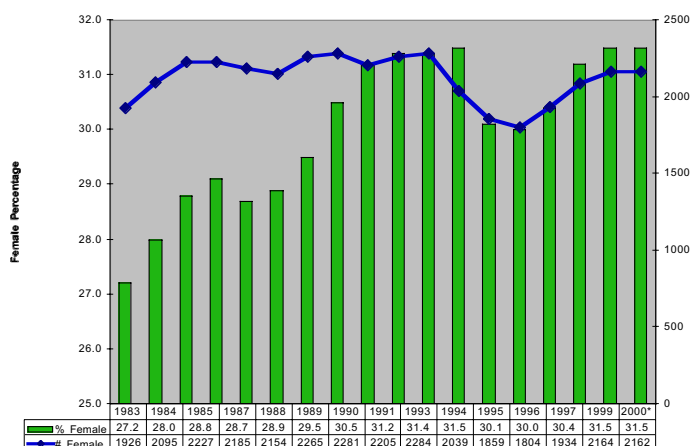
Other areas of female statistical improvement are the Specialist Staff Member (SSM) series and the number of Ph.Ds. The number of female SSMs increased 44% between FY95 and FY00; a gain of 199 female SSM employees. The number of female Ph.Ds employed at our Laboratory has increased from 76 in 1986 to 168 in 2000.

We have made progress, but there is much to do. Ten out of nineteen divisions are underutilized in female TSMs. Seven out of thirteen technician job groups reflect female underutilization. Our Officials and Managers EEO Category also shows an underutilization of females.

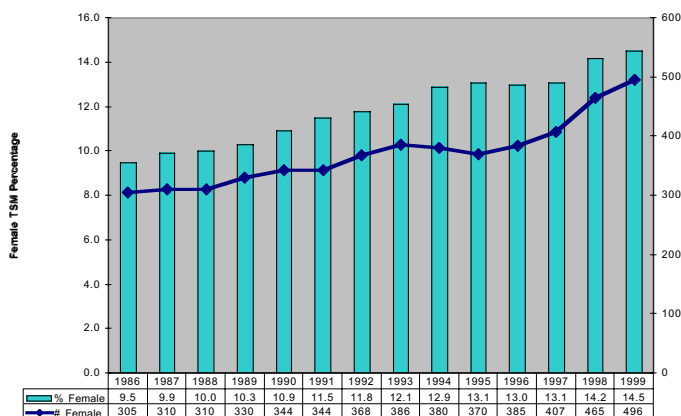
Within the spirit of equal opportunity I remind employees that affirmative action is about fairness. Affirmative action does not require or advocate quotas, and it does not suggest, or in any way imply, the hiring of less qualified individuals. Affirmative action promotes excellence and hiring the best qualified. However, hiring officials, screening committees, and/or selection committees are responsible for good faith efforts that ensure gender and ethnic representation in applicant pools. Mentoring and career development opportunities that promote females in order to alleviate, if not eliminate, female underutilizations are other affirmative actions that should be used by managers.

I personally take this opportunity to thank and congratulate our Women's Diversity Working Group for their tremendous efforts to make the Laboratory a better place for everyone. They continue to proactively and professionally make a difference.

Los Alamos National Laboratory
Full-time and Part-time Regular
Female Employees



Los Alamos National Laboratory
Full-time and Part-time Regular
Female Technical Staff Members



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This Women's History Month Special Edition of the OEO NEWS introduces readers to a few of our female employees and students and is dedicated to all of our female employees as we thank them for their dedication and service to the Laboratory.

Michelle Lee, Graduate Research Assistant (GRA), ESH-1

Michelle came to the Laboratory in 1991 as an Under-Graduate Student (UGS) through the Historically Black Colleges and Universities program. She has a B.S. in Physics (Grambling, 1993), M.S. Radiological Health (Colorado State University, 1997; DOE Applied Health Physics Fellowship); currently 2nd year Ph.D. (UNM, Health Education).

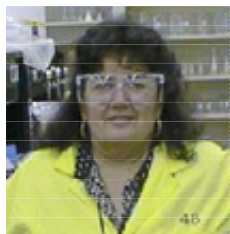


Michelle learned about student opportunities at the Laboratory through a summer programs brochure at her undergraduate university. Over the course of her work experience here, she has published, and has had the opportunity to present her research at an international conference. She is currently working on a project to effectively communicate Laboratory operations and ES&H issues to both the internal (LANL) community and the general public.

Michelle is aiming for a leadership position at the Laboratory. She would like to use her training and experience as a liaison between LANL and the surrounding communities.

Claire Kerven, Graduate Research Assistant (GRA), E-Div

Three years ago, Claire came here from New York with the intention of beginning a new career and a new life. She entered a graduate program in Water Resources at UNM in Albuquerque. Claire says she had no science background to speak of and it was definitely challenging, but she was determined. Now she is working here at the Lab on her

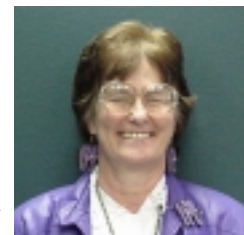


graduate project, and feels very rewarded for her effort. She was sponsored by the WDWG as a summer student in 1999, and is now working in E Division.

Claire's project has to do with sanitary waste consolidation. Among the beneficial outcomes of this project is a reduction in water pumped from the regional aquifer. Claire participates in the council for the Sangre y Jemez regional water plan, and her narrative on historical use of water will be published in the water plan. Claire believes there has never been a better time to be a woman, particularly in this country.

Monica Fink, IBD

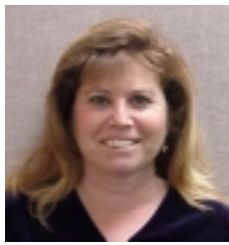
Monica Fink started at the Laboratory in January, 1970, in what was then called Supply and Property. At that time all Purchase Orders were typed on typewriters (versus computers), and an employee could write what he/she wanted and/or ordered on a piece of paper, send it to SP with their name and group, and it would be processed. "Material Already Received" on an order was standard operating procedure. I worked there for about 1-1/2 years and then transferred to the Illustration Group (IS-3), which was then on the 4th floor of the Ad Building. I worked there as an illustrator's assistant for 11 years, and transferred to the Life Sciences Genomics Group (LS-3) in November 1982. I was LS-3 Group Secretary for 7 years and when the Center for Human Genome Studies was established in 1989, I went there with the Director Bob Moyzis, as his secretary. While in CHGS, I was one of the participants of the Distinguished Performance Award the Center received in 1996.



In March of 1998, I transferred to the Industrial Partnership Office as an Office Administrator to two Program Managers. That office has since been re-organized, and I am now the Office Administrator to Richard Mah, Program Director for the Industrial Business Development Program Office.

Sharon K. Velarde, ESH-12

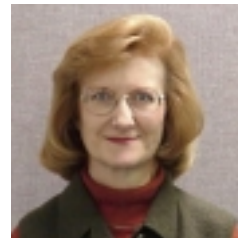
Sharon started working at the Laboratory in November 1979, hired through an Equal Employment Opportunity Program. For her first 6 months, Sharon was assigned to J-1. In April 1970, Sharon started working in ESH-1 (formerly H-1). She worked in the CMR building for approximately 9 years as a secretary. With the opening of the "new" TA-55 facility, women started to work in the "hot areas" (PF-4). There was a call for women Radiation Control Technicians (RCT) that would be needed to monitor women in case of accidents involving contamination at TA-55. Sharon was the second female RCT to be hired has worked at every facility in the Laboratory. Her duties include all aspects of hands-on, operational health physics support to the respective radiological operations.



For the last 3 years Sharon has worked in ESH-12. She attended a Medical X-Ray Survey Techniques training course - one of only two courses of its kind taught in the United States. Sharon also attended the Maxwell Physics International Flash Radiography seminar to enhance her skills at evaluating short-pulsed x-ray machines. She is studying to take the NRRPT (National Registry of Radiation Protection Technologists) exam this fall. In February, Sharon celebrated 30 years at the Laboratory. "I started working here when Bradbury was still Director, so I have seen a LOT of changes in the Laboratory. Women have come a long way but we still have a long way to go. Hopefully with the new generation they can make a difference. We started the changes (which were very difficult) they (the young women) can keep it going with enough determination."

Lois Dauelsberg, ESA-TSE

Lois Dauelsberg came to Los Alamos from Portland, Oregon in 1966 to teach science and German. After three years of teaching (and studying calculus and programming on the side), she joined the Field Test Division of Los Alamos Scientific Laboratory as a data analyst. During her 11 years in J-10, she participated in a number of high altitude field experiments in Hawaii and Nevada. In 30 years at the Laboratory, Lois has held five "jobs." However, due to reorganization, she has been in 10 divisions and 15 groups!



Lois is proud of being an information systems generalist. She has programmed data acquisition and control applications for laser isotope separation experiments and for the Weapons Engineering Tritium Facility. She has designed computer security applications. In the Engineering Division, she implemented an Imaging and Document Management System to computerize LANL's 50-year archive of facility drawings. This system was the subject of her master's project. In June, 1996, Lois received an MSCIS (Master of Science in Computer Information Systems) degree. Her best accomplishment is the design and implementation of the Nevada Automated Badge System at DOE/ Nevada Operations Office and the Nevada Test Site. The two-year project was completed in August, 1996. To the amazement of her DOE sponsors, she even delivered an extensive set of documentation!

Outside of work, she has a husband, Larry, who also works for the Laboratory. They have two grown daughters, who both live in California (temporarily, they claim!). Lois is an avid orchid enthusiast who has 800 orchid plants in her greenhouse. As an accredited orchid judge, she travels frequently to orchid shows around the country.

Women's Diversity Working Group (WDWG)



The Women's Diversity Working Group provides information and

assistance to the Laboratory's Diversity Office Director on issues associated with the underutilization of women managers, women in technical positions, and other women employees. Membership of the Working Group is drawn from a wide number of Laboratory divisions/programs and from all job classifications. Our goal is to address, in a positive and constructive manner, diversity issues at LANL which may include, but are not limited to, mentoring, career development, recruitment and dependent care. Further, the WDWG will actively promote awareness activities relating to women's issues.

Members:

Carla Brewer, Chair, P-DO
Nina Epperson, PTLA
Belinda Gutierrez, ESH-20
Ruth Holt, CIC-1
Laura Jones, Dependent Care, EES-5
Laurie McNair, EES-8
Maryrose Montalvo, Treasurer, NMT-1
Nancy Jo Nicholas, NIS-6
Georgia Pedicini, Co-Chair: Outreach, CIC-7
Maria Rightley, X-7
Nancy Sattelberger, T-DO
Shelly Spearing, Careers, DX-1
Mary Ann Stroud, NMT-10
Barbara Wolf, BUS-8

Nominations for New WDWG Members Sought

The Women's Diversity Working Group (WDWG) is calling for nominations of members to serve for two years with an option to renew for an additional year. Nominations are open to all Laboratory, contractor, and student employees. Individuals interested in nominating themselves or others are invited to visit the WDWG website at <http://www.lanl.gov/orgs/dvo/wdwg/women.html> for more information and the application. The deadline for nominations is COB March 31, 2000.

National Women's History Month 2000 "An Extraordinary Century for Women — Now, Imagine the Future"



In 1920, after a long struggle for suffrage, marked by earlier victories in such states as Colorado and New York, the Nineteenth Amendment to the Constitution guaranteed women everywhere in the United States the right to vote. However, the struggle for equal rights was certainly not over. Building on the varied contributions of women such as Jane Addams, Margaret Sanger, and Mary Bethune and women's extensive participation in the workforce during World War II, women have increasingly sought to redefine their roles in every part of U.S. society. Borrowing from the experiences of the earlier suffragists and the civil rights movement, the revitalized women's movement that emerged in the 1960s challenged the traditional definitions of women's roles. The movement has resulted in legislative accomplishments such as Title IX, which requires equal athletic opportunities for girls and women. Other guarantors of equal opportunity, such as the passage of an Equal Rights Amendment to the Constitution, are still being sought. Women have made great strides in changing gender relationships, creating new employment opportunities, and becoming full participants and leaders in American life.

**Special Thanks to:
Georgia Pedicini, WDWG Co-Chair-
Article Contributions**

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